

National Leadership Workshop on Mentoring Women in Biomedical Careers

Can mentoring be taught?

Leslie V. Parise Ph.D.
Professor and Chair
Biochemistry and Biophysics
UNC-CH

Topics

- Summary of scientific research
- Mentors who influence me
- ELAM
- My mentoring style

Executive Leadership in Academic Medicine (ELAM)

- Mini-MBA
 - Guest speakers
 - Finances
 - Action project
- Professional Growth
 - Read and work with different personality types, problem employees, bosses
 - Strategic career planning
 - Media training
 - Networking
 - Fellows
 - Your university administration
 - SOM Deans from across ⁴¹ country
- Emerging Issues
 - Philanthropy

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Mentoring students in my lab

- Tailor to the individual
- Build confidence
- Learn to trust results
- Provide lots of help with writing
- Provide lots of help with speaking
- Encourage networking

One Mentee

- Dr. Julie Brittain

Mentoring students in dept

- Open communication
- Listen to students
- Remind students that they have a choice

Mentoring faculty

- Develop formal faculty mentoring plan
- Yearly progress reports and discuss 1x/year
- Compensation plan
- Encourage faculty to team up for grants
- Talk to individual faculty as problems arise
- Transparency/faculty involvement
- Regular faculty meetings

Final thoughts

- Mentor yourself. Set goals on paper. Give yourself deadlines. Picture yourself obtaining these goals.
- Keep your goals front and center. Let your goals guide you.
- Work around whatever obstacles get in your way.
- Sometimes major change is good and necessary.